

Framework for Racial, Economic, Social, and Humane Cultural Conversations
(FRESH-CC)

Core Questions for Participants

Discussion Topic (Book/Lecture/Experience): _____

Please complete the attached response items and turn them in to your facilitator. These attached responses are anonymous, and will be used to guide our discussion.

Discussion Questions:

- 1) Think of a question that you answered *strongly agree*. Why do you think you feel so strongly about this?

- 2) Pick a question above that you answered *strongly disagree*. Why do you think you feel so strongly about this?

- 3) If you did not feel strongly about any subject, were there one or two questions that were more difficult to answer or which provoked an emotional response? Why or why not?

- 4) What questions do you have after learning about this topic?

- 5) Are there any questions or comments that do not feel comfortable asking in front your peers? Write it down and place it in the comment box.
Everybody must place some comment in the comment box. This comment will be kept ANONYMOUS so please do not put your name on it.

Pre-Discussion Response Items for Participants

Please respond to the items below. Anonymous – please do not write your name.

Please hold onto this paper until prompted by your facilitator.

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
COMFORT/ENGAGEMENT					
I feel comfortable discussing this topic.					
I do not have strong feelings about this topic.					
This topic is important.					
This topic is applicable to my clinical practice.					
UNDERSTANDING					
I learned something about my patients from this topic.					
I have no further questions about this topic.					
This was an easy topic to understand.					
I participated in the pre-discussion content (lecture, article, book, field experience). Please be honest.					

Post-Discussion Response Items for Participants

Please respond to the items below. Anonymous – please do not write your name.

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
COMFORT/ENGAGEMENT					
I feel comfortable discussing this topic.					
I do not have strong feelings, about this topic.					
This topic is important.					
This topic is applicable to my clinical practice.					
UNDERSTANDING					
I learned something about my patients from this topic.					
I have no further questions about this topic.					
This was an easy topic to understand.					
ASSESSMENT					
I feel more comfortable with this topic after having this discussion					
The framework for this discussion helped me understand the topic.					
This conversation will change the way I practice medicine.					

FRESH-CC ANONYMOUS COMMENT SHEET- Participant

Please write down a question or comment that will be KEPT ANONYMOUS. Your facilitator will look at these to help bring up topics or conversations that are important, but which people may not feel comfortable sharing. PLEASE BE HONEST, and there are NO RIGHT OR WRONG comments. Thank you for sharing.

FRESH-CC ANONYMOUS COMMENT SHEET - Participant

Please write down a question or comment that will be KEPT ANONYMOUS. Your facilitator will look at these to help bring up topics or conversations that are important, but which people may not feel comfortable sharing. PLEASE BE HONEST, and there are NO RIGHT OR WRONG comments. Thank you for sharing.

FRESH-CC ANONYMOUS COMMENT SHEET - Participant

Please write down a question or comment that will be KEPT ANONYMOUS. Your facilitator will look at these to help bring up topics or conversations that are important, but which people may not feel comfortable sharing. PLEASE BE HONEST, and there are NO RIGHT OR WRONG comments. Thank you for sharing.

FRESH-CC Facilitator Worksheet

The FRESH-CC is a tool to facilitate conversations on potentially difficult topics, such as conversations with cultural, racial, sexual, or religious contexts. It's a safe way to gauge your participant's comfort level, and tailor a discussion. You will first need a medium to present your topic, such as a lecture, video, journal club, book club, or field experience. The FRESH-CC is a tool to process this experience, and needs at least 30 minutes of time. It can be administrated as a paper form or online. It also helps to have a co-facilitator, who can review anonymous comments and provide another perspective for participants.

Materials required:

-FRESH-CC copies (or computer for yourself and others to complete/review results)

*Consider printing out first page (Core Questions) if doing FRESH-CC online

- Comment Box (for FRESH-CC Anonymous Comment Sheet if done on paper)

Instructions:

1. Learners will complete a pre-discussion activity on the subject matter (lecture, video, book, article, etc.).
2. Hand out the FRESH-CC Core Questions for Participants, the pre-discussion response items, and the FRESH-CC Anonymous Comment Sheet (or provide link for online version).
 - a. For the online version, this can be done pre-seminar if your material is digested before the session (I.e. journal article, online video, experiential learning).
3. Have the participants fill out the Pre-Discussion Response Items. This will take about 2-3 minutes.
4. Collect the response items from participants and instruct the participants to fill out the FRESH-CC Core Questions for Participants and Anonymous Comment Sheet.
 - a. If FRESH-CC is doing online, either project the 'Core Questions' and have participants write down answers or print out 'Core Questions' worksheet
5. While the participants are filling out the Core Questions, facilitator(s) review the Pre-Discussion Response Items.
 - a. Gauge your audience's comfort with this topic.
 - b. Gauge your audience's excitement about this topic.
 - c. Gauge your audience's understanding about this topic.
6. Encourage participants to hand in their anonymous comments. Co-facilitator can review these for pertinent questions or controversial questions that underline important learning topics.

7. Based on your audience's comfort and understanding, personalize the mode of discussion with some of the following suggestions:
 - a. Groups with a high comfort/engagement with subject matter
 - i. The answers in this group will be in the agree/strongly agree group.
 - ii. You can be more open ended, possibly just leading a group discussion.
 - b. Groups with a low comfort/engagement with subject matter
 - i. The answers in this group will be in the disagree/strongly disagree group.
 - ii. Rely more on anonymous comments. Facilitator may have to start off conversations.
 - iii. You may need to use another facilitation method, such as "Agree/Disagree" signs, asking more directed yes/no questions, or another method (see attached list of interactive facilitation methods).
 - c. Groups with a high understanding of the subject matter
 - i. The answers in this group will be in the agree/strongly agree group.
 - ii. Processing will be important and you will encourage probing deeper into the subject matter.
 - d. Groups with a low understanding of the subject matter
 - i. The answers in this group will be in the disagree/strongly disagree group.
 - ii. Facilitator may need to review of facts, do a short didactic, summarize the article.
8. The length of your discussion will be based on your time limits and exercise.
9. RESERVE 3-5 minutes for participants to fill out the Post-Discussion Response Items.
 - a. This will help facilitators either study how effective the discussion was and/or help decide if further discussion on the topic are required for your participants.